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II

106TH CONGRESS
1ST SESSION

S. 201

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JANUARY 19, 1999

Mr. DODD (for himself, Mr. DASCHLE, Mr. KENNEDY, Mrs. MURRAY, Ms. MIKULSKI, Mr. HARKIN, Mr. KERRY, Mr. AKAKA, Mrs. BOXER, and Mr. WELLSTONE) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the "Family and Medical
5 Leave Fairness Act of 1999".

6 **SEC. 2. FINDINGS.**

7 Congress finds that—

1 (1) the Family and Medical Leave Act of 1993
2 (29 U.S.C. 2601 et seq.) has provided employees
3 with a significant new tool in balancing the needs of
4 their families with the demands of work;

5 (2) the Family and Medical Leave Act of 1993
6 has had a minimal impact on business, and over 90
7 percent of private employers covered by the Act ex-
8 perienced little or no cost and a minimal, or positive,
9 impact on productivity as a result of the Act;

10 (3) although both employers at workplaces with
11 large numbers of employees and employers at work-
12 places with small numbers of employees reported
13 that compliance with the Family and Medical Leave
14 Act of 1993 involved very easy administration and
15 low costs, the smaller employers found it easier and
16 less expensive to comply with the Act than the larger
17 employers;

18 (4) over three-quarters of worksites with under
19 50 employees covered by the Family and Medical
20 Leave Act of 1993 report no cost increases or small
21 cost increases associated with compliance with the
22 Act;

23 (5) in 1998, 27 percent of Americans needed to
24 take family or medical leave but were unable to do
25 so, and 44 percent of these employees did not take

1 such leave because they would have lost their jobs or
2 their employers did not allow it;

3 (6) only 57 percent of the private workforce is
4 currently protected by the Family and Medical
5 Leave Act of 1993; and

6 (7) 13,000,000 more private employees, or an
7 additional 14 percent of the private workforce, would
8 be protected by the Family and Medical Leave Act
9 of 1993 if the Act was expanded to cover private
10 employers with 25 or more employees.

11 **SEC. 3. COVERAGE OF EMPLOYEES.**

12 Paragraphs (2)(B)(ii) and (4)(A)(i) of section 101 of
13 the Family and Medical Leave Act of 1993 (29 U.S.C.
14 2611(2)(B)(ii) and (4)(A)(i)) are amended by striking
15 "50" each place it appears and inserting "25".

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